

## **Minutes of the Personnel Committee**

**Tuesday, August 15, 2006**

Chair Paulson called the meeting to order at 1:02 p.m.

**Present:** Supervisors Duane Paulson (Chair), Tom Schellinger, Bob Thelen, Rob Hutton, and Pete Gundrum. **Absent:** Tom Bullermann and Fritz Ruf.

**Also Present:** Legislative Policy Advisor Dave Krahn, Accounting Services Manager Larry Dahl, Senior Financial Analyst Paul Berthold, Employment Services Manager Sue Zastrow, Employee Benefits Administrator Pete Hans. Recorded by Mary Pedersen, County Board Office.

### **Approve Minutes of 8-1-06**

MOTION: Gundrum moved, second by Thelen to approve the minutes of August 1<sup>st</sup>. Motion carried 5-0.

### **Chair's Executive Committee Report of 8-14-06**

Paulson advised of the following items discussed at the last Executive Committee meeting.

- Appointed Steve Wimmer as County Board Supervisor of the 14<sup>th</sup> District.
- Approved the various appointments that were included in the last yellow packet.
- Approved resolution 161-R-004 entitled "Support for Shared Emergency Management Services with Ozaukee County." Paulson and two others voted no due to various concerns.
- Approved ordinance 161-O-033 entitled "Amend the Waukesha County Code of Ordinances to Prohibit Bringing Dangerous Items into the Courthouse and Administration Center."

### **Schedule Next Meeting Dates**

September 5<sup>th</sup>.

Gundrum left the meeting at 1:05 p.m.

### **Ordinance 161-O-034: Modify Pension Contributions For Non-Represented, New Employees**

Hans and Zastrow were present to discuss this ordinance. It states that effective January 1, 2007 all new hired regular full-time and regular part-time non-represented employees will contribute 1% of wages toward the employee share of the Wisconsin Retirement System (WRS) during their entire term of employment with Waukesha County. The current County policy requires newly hired non-represented employees to pay the employee's share of the WRS required contribution for the first six months of employment, after which the County pays both the employee and employer required contributions for the rest of the employee's career at Waukesha County. While many factors are involved and will impact savings, staff estimate County savings would gradually build over time to about \$100,000 annually in the tenth year. Over the very long term, after all the affected positions turn over, the change will result in an annual savings of slightly under 1% of non-represented salaries or about \$280,000 annually in 2006 dollars.

Krahn distributed proposed amendments to the ordinance which basically clarifies intent.

MOTION: Schellinger moved, second by Hutton to amend ordinance 161-O-034 as presented.  
Motion carried 4-0.

Thelen was concerned that this would negatively impact lower-paid employees and that we could lose quality employees to other employers. As an example, he brought up the difficult time staff have had recruiting a forensic pathologist. He also questioned whether this could become a bargaining tool for new employees. Hans noted that the 1% is based on salary so there is less of a burden on the lower-paid employees. Krahn said based on the ordinance, this is non-negotiable for new employees. Zastrow said if an employee leaves Waukesha County prior to retirement, they could take that 1% out of the pension fund for themselves. Paulson added there would be tax implications.

Gundrum returned at 1:24 p.m.

Hutton asked if this was considered for current employees as well. Hans said there were no intentions to apply this to current employees. Also, it would have to become part of the collective bargaining process for represented employees. Gundrum thought the 1% seemed insignificant and asked if other counties in the state were doing this. Hans said he believes this is a start and of the counties surveyed (comparable), none have done this. Paulson questioned where in the ordinance were the elected officials? Hans replied there's nothing in there about the elected officials.

MOTION: Schellinger moved, second by Hutton to approve ordinance 161-O-034 as amended.  
Motion carried 5-0.

**Ordinance 161-O-035: Employee Retention/Severance Salary And Benefits For 2007**

Zastrow said a retention ordinance is brought forward each year. During the budget process each year, it is possible for certain employees to be laid off. This ordinance states that any employee laid off in 2007 would be eligible for a severance package. She said this provides "cushion" for them when they are between jobs. This ordinance is similar to those of the past except this year they are proposing that employees with ten or more years of service could be eligible to receive nine weeks of severance pay. In the past few years they have offered three weeks of severance pay for those with less than three years and six weeks for those with more three years. This adds another tier. Zastrow said no final decisions have been made with regards to any layoffs but with funding changes in Health & Human Services next year, the potential exists for a non-represented employee with ten or more years of service to be laid off. Zastrow said this primarily applies to non-represented employees because represented employees can "bump" other employees but it could apply to represented employees.

Schellinger asked how does this benefit the County? Zastrow said sometimes we need particular positions to continue until the funding cuts occur. This is incentive for someone to stay on the job until the time of layoff and not take another job before this occurs. It's also a goodwill effort

to help transition employees. Hans added that this also gives an employee incentive to stay while staff transition their workload.

MOTION: Thelen moved, second by Gundrum to approve ordinance 161-O-035. Motion carried 3-2. Schellinger and Hutton voted no.

Schellinger and Hutton advised they voted no because of the nine-week modification.

**Ordinance 161-O-036: Adopt A Consumer Driven Health Plan/Health Savings Account As An Option Under The Point-Of-Service Health Plan**

Paulson noted that this issue was discussed in length at the last meeting. Thelen suggested in the future, he would like staff to consider applying this to County Board Supervisors. Hans said he would have to research HSA's to make sure it's permissible but there are other issues to consider as well which he explained further. Paulson said this is not a mandatory program. Hans added that this has been brought up to all the union groups.

MOTION: Thelen moved, second by Hutton to approve ordinance 161-O-036. Motion carried 5-0.

MOTION: Gundrum moved, second by Schellinger to adjourn at 1:57 p.m. Motion carried 5-0.

Respectfully submitted,

Approved on:\_\_\_\_\_

Robert G. Thelen II  
Secretary